

2002 BUDGET SALARY SCHEDULE ELECTED OFFICIALS - FLAT SALARIES

<u>Elected Officials</u>	2002 Established <u>Salary</u>
District Attorney	\$136,700*
Sheriff	123,030**
County Executive	120,000
County Clerk	81,000
President-County Legislature	54,000
Vice President-County Legislature	21,000
Majority Leader-County Legislature	23,000
Minority Leader-County Legislature	23,000
Assistant Majority Leader-County Legislature	19,250
Assistant Minority Leader-County Legislature	19,250
Chairperson of Ways & Means Committee (Stipend)	3,000
Standing Committee Chairperson (Stipend)	1,700
County Legislator	18,000

*The District Attorney's salary is established by Section 183-a of Judiciary Law of New York State.

**The Sheriff's salary is established at 90% of the District Attorney's salary which is established by Section 183-a of Judiciary Law of New York State.

2002 SALARY SCHEDULE

MANAGEMENT/PROFESSIONAL PERSONNEL

Bracket	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
Group 17	49,132	50,282	51,458	52,663	53,894	55,154	56,444	57,766	59,116	60,498	61,914	63,358
Group 18	52,350	53,565	54,812	56,084	57,384	58,718	60,083	61,476	62,903	64,365	65,856	67,385
Group 19	56,394	57,707	59,051	60,427	61,834	63,275	64,749	66,257	67,803	69,380	70,995	72,652
Group 20	60,439	61,848	63,287	64,758	66,264	67,808	69,384	70,997	72,653	74,342	76,072	77,841
Group 21	64,637	66,142	67,683	69,256	70,868	72,520	74,208	75,934	77,701	79,510	81,361	83,260
Group 22	69,826	71,461	73,131	74,843	76,594	78,386	80,219	82,094	84,013	85,977	87,987	90,048
Group 23	73,873	75,469	77,105	78,773	80,477	82,217	83,997	85,814	87,670	89,566	91,505	93,486
Group 24	79,596	81,292	83,020	84,790	86,592	88,436	90,321	92,243	94,207	96,211	98,261	100,353
Group 25	81,352	83,101	84,887	86,713	88,576	90,481	92,426	94,411	96,441	98,515	100,631	102,792
Group 26	87,378	89,247	91,157	93,103	95,093	97,128	99,204	101,324	103,492	105,705	107,966	110,273
Group 27	94,171	96,102	98,077	100,090	102,144	104,239	106,379	108,562	110,788	113,063	115,385	117,750
Group 28	104,016	106,251	108,532	110,865	113,244	115,676	118,162	120,701	123,294	125,942	128,648	131,413
Group 29	108,484	110,806	113,177	115,602	118,074	120,605	123,187	125,825	128,518	131,269	134,082	136,953
Group 30	112,949	115,360	117,822	120,339	122,906	125,530	128,212	130,947	133,741	136,598	139,514	142,490
Group 31	119,850	122,151	124,452	126,751	129,053	131,352	133,654	135,954	138,254	140,555	142,856	145,156
Group 32	126,751	129,053	131,352	133,654	135,954	138,254	140,555	142,856	145,156	147,456	149,757	152,058
Group 33	132,200	134,976	137,811	140,705	143,659	146,676	149,757	152,901	156,112	159,390	162,738	166,156

2002 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

<u>Bracket</u>	<u>Entry</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F*</u>	<u>Step G*</u>
Group 01	17,361	17,902	19,136	20,294	21,374	22,531	N/A	N/A
Group 02	18,519	19,059	20,294	21,374	22,608	23,843	N/A	N/A
Group 03	19,599	20,139	21,219	22,531	23,843	25,155	N/A	N/A
Group 04	20,294	20,911	22,377	23,612	24,846	26,158	N/A	N/A
Group 05	21,605	22,377	23,689	25,155	26,389	27,855	N/A	N/A
Group 06	23,226	23,843	25,386	26,852	28,318	29,707	N/A	N/A
Group 07	24,692	25,463	27,007	28,627	30,170	31,713	N/A	N/A
Group 08	26,235	27,007	28,704	30,325	32,022	33,720	N/A	N/A
Group 09	28,010	28,781	30,556	32,254	34,105	35,880	N/A	N/A
Group 10	29,784	30,633	32,639	34,491	36,420	38,427	N/A	N/A
Group 11	31,791	32,717	34,723	36,806	38,890	40,896	41,714	42,548
Group 12	33,874	34,877	37,038	39,198	41,513	43,519	44,390	45,277
Group 13	36,266	37,346	39,661	41,976	44,445	46,451	47,380	48,328
Group 14	38,890	40,047	42,439	45,062	47,686	49,924	50,922	51,941
Group 15	42,053	43,365	46,066	48,689	51,467	54,090	55,172	56,276
Group 16	45,217	46,451	49,538	52,316	55,248	58,180	N/A	N/A
Group 38*	27,759	28,627	30,170	31,712	33,254	34,794	N/A	N/A

* Group 38 and Steps F and G are effective only for certain health care titles covered under the CSEA agreement.

The above salary schedule for employees represented by CSEA is based upon a collective bargaining agreement, dated December 14, 2000 for the period of 2000 through 2003. The economic benefits of that agreement are extended to Managerial/Confidential employees in the above pay groups.

2002 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
FEDERATION OF SOCIAL WORKERS

Bracket	Entry	Step A	Step B	Step C	Step D	Step E	Step F
Group 46	19,997	20,605	22,049	23,266	24,482	25,775	26,290
Group 49	24,330	25,091	26,611	28,208	29,729	31,249	31,874
Group 50	25,851	26,611	28,284	29,881	31,553	33,226	33,891
Group 51	27,600	28,360	30,109	31,782	33,606	35,355	36,062
Group 52	29,349	30,185	32,162	33,987	35,887	37,864	38,621
Group 53	31,325	32,238	34,215	36,268	38,320	40,297	41,103
Group 54	33,378	34,367	36,496	38,625	40,906	42,882	43,740
Group 55	35,735	36,800	39,081	41,362	43,795	45,772	46,687
Group 56	38,320	39,461	41,818	44,403	46,988	49,193	50,177
Group 57	41,438	42,730	45,391	47,977	50,714	53,299	54,365
Group 58	44,555	45,772	48,813	51,550	54,439	57,329	58,475
Group 59	48,053	49,421	52,615	55,808	59,381	61,967	63,206

**2002 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
OPERATING ENGINEERS**

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 87	24,575	25,343	26,879	28,492	30,028	31,564
Group 90	29,644	30,489	32,485	34,329	36,249	38,245
Group 92	33,714	34,713	36,863	39,013	41,317	43,314
Group 93	36,095	37,170	39,474	41,778	44,236	46,232
Group 94	38,706	39,858	42,239	44,850	47,461	49,688
Group 95	41,855	43,160	45,848	48,460	51,224	53,835
Group 96	45,004	46,232	49,304	52,069	54,987	57,906

**2002 SALARY SCHEDULE
AIRPORT FIREFIGHTERS**

Group 74	33,643	34,535	36,588	38,523	40,603	42,567
Group 75	35,687	36,686	38,773	40,942	43,194	45,112
Group 76	36,447	37,532	39,701	42,121	44,537	46,624

**SHERIFF'S SUPERVISORY
2002 SALARY SCHEDULE**

	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 78	53,088	54,713	58,196	61,601	64,928	68,334
Group 79	57,745	59,542	63,293	67,122	70,638	74,389
Group 80	61,886	63,683	67,903	71,732	75,951	79,702
Group 82	70,603	72,686	77,470	82,023	86,421	91,051
Group 83	74,693	77,007	81,406	85,650	89,971	94,523

The above salary schedule for Deputy Sheriff Lieutenant (group 78), Deputy Sheriff Captain (group 79), and Deputy Sheriff Major (group 80) is based upon a collective bargaining agreement, dated April 2, 2001, for the period of 2000 through 2003. The economic benefits of that agreement are extended to the positions of Chief Deputy (group 82), and Undersheriff (group 83).

**2002 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
MONROE COUNTY LAW ENFORCEMENT ASSOCIATION**

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 41	32,529	37,320	39,094	40,791	42,642	44,416
Group 42	35,131	40,306	42,222	44,054	46,053	47,969
Group 43	37,733	43,291	45,349	47,318	49,464	51,522

MONROE COUNTY DEPUTY SHERIFFS' ASSOCIATION

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 40	28,966	33,233	37,005	38,611	40,363	42,042
Group 44	32,189	37,092	42,926	44,789	46,821	48,769
Group 64	32,395	37,327	41,798	43,916	46,175	48,012
Group 65	34,406	39,653	45,142	47,429	49,869	51,853
Group 66	36,829	42,509	48,486	50,942	53,563	55,694

MONROE COUNTY SHERIFF POLICE BENEVOLENT ASSOCIATION, INC.

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 70	34,392	39,638	43,030	45,361	47,691	50,076
Group 71	36,815	42,493	46,252	48,582	51,050	53,380
Group 72	39,409	45,556	49,713	52,033	54,646	57,817
Group 73	42,365	48,972	53,441	55,936	58,744	62,154

2002 BUDGET SALARY SCHEDULE

DAILY, FLAT AND HOURLY RATES

DAILY

Instructor - Fire Training-Part Time	55.00
Juvenile Fire Setter Intervention Program Officer-Part Time	60.00

FLAT

Administrative Assistant-Republican Staff	18,000-26,000
Assistant Deputy County Clerk-Administration	56,000-71,000
Assistant Deputy County Clerk-Auto License Bureau	56,000-71,000
Attorney-County Legislature	18,000
Chairman Civil Service Commission	9,247
Chief of Staff-Republican Staff	45,000-75,000
Clerk of the Legislature	45,000-75,000
Commissioner-Civil Service Commission	6,165
Deputy Clerk of the Legislature	30,000-50,000
Deputy County Clerk	70,000-86,000
Deputy Director-Democratic Staff	24,000-31,500
Director-Democratic Staff	30,000-40,000
Executive Secretary to the President	20,000-35,000
First Assistant Deputy Clerk of the Legislature	25,000-37,000
Legislative Analyst-Democratic Staff	24,000-29,000
Legislative Assistant-Republican Staff	24,000-40,000
Legislative Clerk	12,500-18,500
Legislative Director-Republican Staff	30,000-45,000
Monroe County Water Authority Board-Chair*	10,500
Monroe County Water Authority Board-Member*	7,000
Pre-Warrant Assistant District Attorney	24,560
Research Analyst-Democratic Staff	14,500-21,500
Second Assistant Deputy Clerk of the Legislature	20,000-35,000
Secretary to County Clerk-Registrar	33,000-44,000
Special Assistant to the Legislature President	30,000-45,000
Staff Assistant-County Legislature	20,000-35,000

HOURLY

Application Examiner	8.26-9.24
Beach Manager	7.62-7.97
Bridge Operator-Seasonal	7.60-8.50
Carpenter-Seasonal**	20.56-20.98
Cashier-Seasonal	6.00-8.50

HOURLY (Continued)

Clerk-Part Time	6.00-8.50
Clerk Seasonal	6.00-8.50
Criminal Justice Intern	5.80-6.80
Deputy Sheriff-Part Time	9.6874 -12.4899
Deputy Sheriff-Seasonal	9.6874 -12.4899
Driver-Part Time	6.50-8.50
Electrical Mechanic Team Leader	8.00-8.50
Emergency Svcs. Planning Technician	8.74
EMS Instructor	18.75
Engineering Aide-Seasonal	8.00-9.00
Environmental Aide-Seasonal	10.31-13.24
Examination Proctor-Part Time	8.55-10.00
Government Intern	6.00 - 8.50
IS Aide - Seasonal	10.31-13.24
IS Intern - Seasonal	10.31-13.24
Laboratory Aide Seasonal	7.60-8.50
Laborer-Seasonal	6.00-8.50
Leadership Project Worker	5.15-5.50
Legislative Intern	6.00-9.00
Lifeguard	10.00-12.00
Lifeguard-Captain	12.00-15.00
Lifeguard-Lieutenant	11.00-14.00
Parks Program Aide	7.00 - 8.00
Pharmacist-Part Time	22.00-25.00
Physician A-Part Time	61.50
Recruit Trainee	5.50
Research Aide-Part Time	10.00-17.00
Research Associate - Democratic Staff	8.65-11.53
Sr. Application Examiner	14.50-18.50
Student Governmental Trainee	7.00-8.50
Student Intern	5.15-8.00
Summer Intern	5.15-8.00
Summer Youth Worker	5.15-8.00
Youth Apprentice	5.15
Youth Worker I	6.00-8.00

*Salaries charged to Monroe County Water Authority, however salaries must be approved by County Legislature.

**Represented by Trade Union

EMPLOYEE BENEFITS OVERVIEW

RETIREMENT

Major changes in the New York State Retirement System in recent years have significantly affected the county's annual pension costs. In 1992 a New York State court decision was rendered which disallowed the continued use of the "Projected Unit Credit" (PUC) method of determining actuarial pension liability within the New York State Retirement System. As a result of that decision, the New York State Retirement System phased in over several years a return to the traditional aggregate cost method of pension funding. The 2002 budget for retirement is \$5.2 million.

MEDICAL BENEFITS

The medical insurance cost for each employee varies with the type of coverage. Medical benefits for retired employees are budgeted in the department to which they were last assigned. The total county cost for medical benefits for both active and retired employees is estimated at \$36.8 million for 2002. Employees may choose from a variety of plans and coverage options. Cost to the employee and county depends on the type of coverage chosen, employee's hire date and whether they are covered under union contracts. The average county cost per full-time employee in 2002 is estimated to be \$5,355.

SOCIAL SECURITY

A two-tier calculation system is used to determine the county's share of Social Security costs, based on rates specified under federal law. In 2002, a rate of 7.65% is applied to each employee's salary up to a maximum salary amount of \$80,400. Any salary amount over \$80,400 is subject to a rate of 1.45%. For example, FICA for a position with an annual salary of \$85,000 would be calculated as follows:

$$\begin{array}{rcl} \$80,400 \times 7.65\% & = & \$6,151 \\ \$4,600 \times 1.45\% & = & \underline{67} \\ \text{Total FICA} & = & \mathbf{6,218} \end{array}$$

The 2002 budget also includes coverage for temporary county employees. Beginning July 1, 1991, federal regulations have required that all local government employees must be covered by Social Security whether or not they are members of a public employee retirement system. Temporary employees not in the NYS Retirement System are included in FICA estimates. The total estimated cost for Social Security in 2002 is \$15.6 million.

WORKERS COMPENSATION AND UNEMPLOYMENT

Workers Compensation covers the cost of claims against the county by employees who have been injured while on the job. The cost is budgeted to each department on the basis of the relative cost of claims which the department has experienced. Unemployment insurance provides federal and state-mandated unemployment coverage to former county employees. The cost is budgeted to departments primarily on the basis of each department's share of the county's total payroll cost. The county is self-insured for these two benefits. It pays routine claims from current funds and maintains insurance policies only to cover extremely large claims. For 2002, the county has budgeted \$3.9 million for Workers' Compensation and \$350,000 for Unemployment. (See Insurances, Agency 090, Organization 9101 and 9105.)

DENTAL INSURANCE

This coverage provides maximum annual payments of \$1,000 per family member. The county is self-insured, and the program is administered by contract. Claims are paid by current operating funds. The average county cost for 2002 is estimated to be approximately \$558 per employee.